

The CONFERENCE BULLETIN

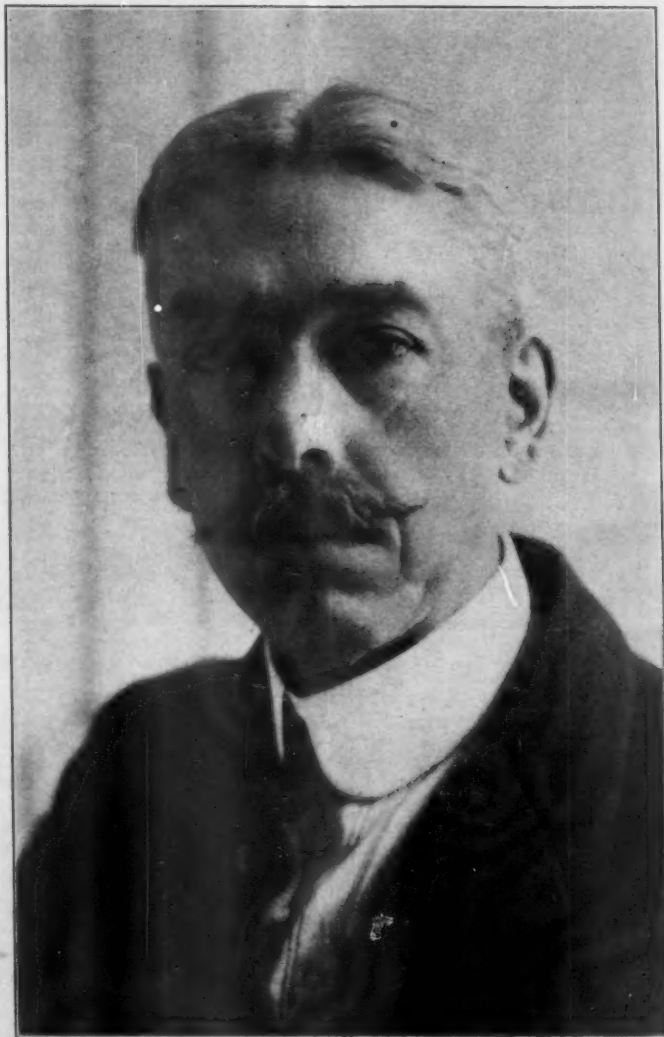
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A Message from the President of the Fiftieth Anniversary Meeting



The Fiftieth Anniversary session of the National Conference of Social Work brings to its members a two-fold opportunity:

First, for a thoroughgoing reconsideration of our programs. At Providence the fundamental bases of the various forms of social work were most ably and convincingly stated. On that foundation, and in the light of accumulated experience and knowledge of fifty years (for inevitably the Fiftieth Anniversary Conference must be historical in that sense), the task of the Fiftieth Conference will inevitably be that of restating, perhaps more clearly, concretely, and connectedly, the social welfare program for the next decade or two. This will be in the nature of preparedness for that rising wave of interest in human welfare which we may confidently expect in the very near future.

Second, for an appeal for broader participation. The fact that this is the Fiftieth Anniversary gives it a special oppor-

tunity to arrest the attention and arouse the interest, conviction, and participation of the citizenship of America. All that we may have learned in our fifty years of effort will count for little unless we are able to persuade the great majority of our fellow citizens of the soundness of our conclusions and to secure their acceptance by the community. The Fiftieth Anniversary session should, therefore, be in a sense a megaphone through which the voice of trained and experienced social work will address its message to the people of the United States.

To accomplish these results, we must have the sincere, unprejudiced thought, the conscious participation, and a very real consensus of opinion on the part of all those seriously interested in any phase of health, relief, and correction throughout the country. We address to all of them this earnest request for their best contribution toward a social program for these United States.

HOMER FOLKS.

THE CONFERENCE BULLETIN OF THE NATIONAL CONFERENCE OF SOCIAL WORK

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AUGUST, 1922

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SOME OBSERVATIONS CONCERNING THE PROVIDENCE MEETING

ROBERT W. KELSO

Our forty-ninth session has demonstrated some factors of permanent value. Each year has brought modifications of our clumsy reorganization plan of 1916; but it has remained for Milwaukee and, to a greater extent, for Providence, to point the way to successful program organization in a divisional system. The essential factor is a small program committee with power to harmonize the subject-matter submitted to the Division Committees.

Aside from the Conference sermon and the two business sessions, the Providence program offered fifty-six meetings. Of these twelve were joint; and among the joint gatherings seven were with kindred groups, involving the co-operation of four of these separate bodies. In accordance with the policy of the Milwaukee Conference, afternoon time was reserved for kindred groups. It would have been possible for the Program Committee, out of the material submitted by the Divisions, to have arranged one hundred meetings. Experience is showing that the broadest encouragement should be accorded the Division Committees in the submission of topics, and that this subject-matter should be organized carefully into a maximum of not more than seven general sessions and a quota of not more than five section meetings to each Division. It is likely that four is a more profitable figure for this second maximum. Relations with kindred groups would become still more harmonious if Conference meetings were fewer in number.

In a nebulous body like the National Conference promptness and regularity in procedure are the beginning of wisdom. When meetings begin as advertised and the speakers keep within their allotted time, the garrulous are discouraged and a premium is placed upon plain thought clearly expressed. When the hour is droned away in repetition and irrelevance the speaker imposes and the audience tolerates—but hears not. The whole program, so attractive in the beginning, folds itself up like the morning-glory before the heat of the day. The record set by the ten Division Chairmen throughout the Providence meetings will stand unchallenged unless the Chairmen of succeeding years see and appreciate, as did these, the necessity for simple regulations rigidly enforced.

The forty-ninth was also a *solvent* year. The policy of the Executive Committee for the past two years of placing the finances of the Conference upon an itemized budget basis, and the efforts of an effective Finance Committee, have placed the organization upon a firmer basis and opened the way to a plan of support by individuals and societies which must grow in completeness each year.

To the broad-jumper in the athletic contest the exact position of his foot at the instant of take-off is all-important. If his last stride is short he flattens his trajectory and loses force; if too long, the back of his spring is broken. The Conference now plunges into the most notable session in its history—its fiftieth anniversary. The considered judgment of the twelve-month now intervening will likely be that the Providence meeting, in subject-matter, in method, and in the rare spirit and enthusiasm of the delegates, has given us a fair take-off.

Division Reports

DIVISION I—CHILDREN

J. PRENTICE MURPHY, Chairman

The five Section Meetings of the Children's Division were devoted to a discussion of a few outstanding fundamentals in the field of child care. The papers and addresses at each meeting were unusually good, and the high standard set by the speakers as announced in the program was met promptly and eagerly by the many members of the Division who discussed these papers at the different meetings.

The papers ranged from practical approaches to the problems of Illegitimacy, the Care of Delinquents, and Care of Children in Foster Homes, to the vast opportunities for fundamental children's work presented by the public schools; for the necessity of a fine and understanding knowledge of all the spiritual and æsthetic qualities that enter into childhood—that no one can really help children without understanding these values; and, finally, to a discussion of certain outstanding experiments now going on in the country in the field of community organization of children's case work or treatment agencies. Such might be characterized as "The Cincinnati Promise," "The Cleveland Hope," and "The Philadelphia Fear."

The director of the Federal Children's Bureau gave a very searching yet simple presentation of a few fundamental objectives upon which all who are interested in the welfare of children should concentrate, namely, an adequate wage, elimination of unemployment, elimination of child labor, and the protection of the health of mothers and children.

The Chairman, at the same meeting, tried to make clear the points at which much that poses for child welfare is unsound and futile; that too much emphasis has been, and is being, placed upon unimportant features in children's work; that our best guns and best leadership should be serving in the fields of health and education, for through these two channels a vast number of children can be saved from the experience of leaving broken families and entering foster care.

DIVISION II—DELINQUENTS AND CORRECTIONS

LOUIS N. ROBINSON, Chairman

With one change in speakers, every paper in this Division was given according to the program, with the exception of the two that came on Thursday morning. Unfortunately, Mr. Fabricant found that he had an important case in court on that day, and Mrs. Johnson had to hurry home to prepare her budget for the ensuing year. Just prior to the Conference word was received from Dr. Kirchwey that he would be unable to attend, and Dr. Eliot was placed on the program with the same subject.

The meetings were well attended, and at the session addressed by Mr. Leon Stern and Dr. V. V. Anderson the room was filled to overflowing.

No one who attended the sessions of this Division could go away without feeling encouraged. After all, as Galileo said, the world does move; and the world comprised under the heading "Delinquents and Corrections" will, in my opinion, move faster in the next few years than it has in the past, on account of the increasing number of active live men and women who are cutting away some of the bands of ignorance and superstition that have held it almost stationary for the last century.

The program was characterized by illustrations of this new life. Chicago, Dr. Eliot told us, was making a thorough study of its jail problem; Mr. Moley gave us a summary of the survey of criminal justice in Cleveland; the program of the Commonwealth Fund for the Prevention of Juvenile Delinquency was presented by Barry C. Smith, and we learned from Mr. Atkinson that the present recreational work in institutions had not been forced upon the institutions, but had been set going by hard-headed superintendents who saw its usefulness in developing character. Notwithstanding Mr. Chute's rather gloomy diagnosis of the probation situation, we took comfort in the thought that the speaker was now the full-time paid secretary of the National Probation Association. Miss Petersen's paper was a promise of the influence that college women of the future are going to have on institutions for delinquents, while the persistent way in which Miss Lundberg hammers away at the problems of the Juvenile Court argues well for development of that powerful agency of social justice. And who could listen to Dr. Hart without feeling that the forces of reaction had met in him a worthy champion of sane and progressive handling of prison problems?

DIVISION III—HEALTH

DR. D. B. ARMSTRONG, Chairman

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From the general to the particular in health interests, the program of the health division ranged over the outstanding problems with which health workers are faced to-day. Health experiments and demonstrations, industrial hygiene, the co-ordination of health work, the underlying concepts in the world movement for health, social hygiene, the art of living—these were some of the questions discussed.

Illustrative of the social and practical contrasts inherent in a thoroughgoing health program were the difficulties in co-ordination being solved by the National Health Council, as presented by Dr. Frankwood E. Williams, of the National Committee for Mental Hygiene. The obstacles to be overcome in promoting effective and timely hand-washing were brought out by Dr. Ira S. Wile in his paper on The Healthful Home.

Social and health workers in the voluntary field are wont from time to time to pass judgment upon the logical relation of non-official activities to those of the official bodies. Less frequently are we treated to a clear statement of this problem by a sympathetic yet keenly analytical friend on the official side of the fence. As pointed out by Dr. C. C. Pierce, of the United States Public Health Service, in his discussion of The Importance and Relation to Venereal Disease Control Work of the Unofficial Agencies, there is a wholly legitimate and largely undeveloped field for these agencies, in investigation, research, education, and experimental organization. For a long time there must continue to be a whole range of activities in which the unofficial agency is the only one capable of functioning, and to which the public bodies can be committed only after the utility and purposefulness of the program have been demonstrated.

If there is one movement predominantly characteristic of current public health tendencies, it is the devotion of large resources to health demonstrations and experiments. Following the pioneer work at Framingham, Massachusetts, we are now seeing developed significant activities at Hagerstown, Maryland, at Mansfield, Ohio, on Cape Cod, and elsewhere, to say nothing of projected demonstrations dealing on an unprecedented scale with child health and tuberculosis at the initiation of the Commonwealth and Milbank funds. It was appropriate, therefore, for the Health Division to hear from and discuss the work directed by Dr. Walter Brown in Ohio and by Russell D. Sprague in Massachusetts. As shown by these speakers, a thoroughgoing health program for any age group involves a sound social concept and means, for its success, the full utilization of all available community resources—hygienic, educational, and social.

The world movement for public health is not only a theoretical concept, not only a generous aspiration, it is also a concrete program, actually initiated to a significant degree. Toward the precipitation of this ideal into a tangible reality no organization has done as much as the Rockefeller Foundation. Therefore, the Conference was to be congratulated on having on its platform, for one of the evening general sessions, Dr. George E. Vincent, the president of the Rockefeller Foundation, who spoke on The Underlying Concepts in the World Movement for Health. Dr. Vincent, after touching ironically upon grandiose schemes for over-centralization and standardization, expressed his belief in the gradual realization of an outline for world health. He referred to the increasing numbers of schools of hygiene, the special efforts to investigate disease, the studies in health administration, all in close contact, through such means as publications, exchange of personnel. Dr. Vincent also touched upon the relation of so-called curative to preventive medicine, pointing out that they were not separate medical interests but related aspects of the whole medical and health program. He believed that the time was coming when the doctor would become more and more a counselor of the healthy and not merely a treater of the sick. He emphasized the demonstrative and educative functions of the private health agencies and closed with an eloquent appeal not only for good will and loyalty, but for a continuous effort toward a scientific estimate of the genuine worth of supposed achievement.

DIVISION IV—THE FAMILY

FRANK J. BRUNO, Chairman

The meetings of the Division on the Family were given over very largely to exploring the joint problems undertaken

by the family case workers and other groups of social workers. Four of the five sectional meetings were devoted to joint sessions with other groups, one with children, one with the American Association for Organizing Family Social Work, one with the American Association of Training Schools for Professional Social Work, and one with the American Red Cross.

Within the time given to these meetings it was not possible to cover even a majority of the problems presented by our joint efforts. Each meeting, therefore, was limited to some special phase of our common ground. The joint meeting with the children's groups discussed the common element of case work in the two fields. This was done most generously and sympathetically by the two speakers, Mr. J. Prentice Murphy, Executive Secretary The Children's Bureau of Philadelphia, representing the children's field, and Miss Catherine Sanders, Secretary Investigation Bureau, New York Charity Organization Society, the family field, possibly too generously for arriving at a final working understanding, but certainly in an ideal fashion when looked upon as the beginning of a series of such conferences.

The meeting with the Training Schools was devoted exclusively to the subject of training for case work, and that in turn to the qualifications which teachers of case work should have and the training which beginning case workers should have received, the one paper presented by Mr. Henry W. Thurston, of the New York School of Social Work, and the other by Miss Katherine Hardwick, Director of Field Service of the New England Division of the American Red Cross.

Substantial agreement was shown by both of the speakers with respect to the importance of definite training and its content.

The meeting with the American Red Cross was limited wholly to rural work, and but one aspect of that, namely, the use of the volunteer. Both speakers, Miss Virginia Wing, of the Lake Division, American Red Cross, who spoke for Mr. William C. Hunt, Director of Field Service, Lake Division, American Red Cross, representing the Red Cross, and Miss Josephine Brown, General Secretary, Dakota County Welfare Association, the family division, emphasized the great importance of learning what the volunteer is thinking about and especially to a larger extent the leading of the volunteer in rural districts than is possible in urban.

The joint meeting with the American Association for Organizing Family Social Work was devoted to the question of individualization of treatment in which Mrs. May Harding, Superintendent of Relief and Service, Brooklyn Bureau of Charities, in a brilliantly written paper described the value of individualizing the children, and Mr. Stockton Raymond, of the Boston Family Welfare Society, emphasized the importance of the more careful individualization of the parents. Both of these papers discussed the questions of careful physical examination, mental examination, nutritional work, educational and psychological knowledge, as well as the importance of having time enough to do such individualized work in fact as well as in theory.

Probably the most popular session of the Division was the first one, devoted to the subject of "The Significance of the Rise in Relief Given During the Past Five Years." Mr. John B. Dawson, Secretary of the Organized Charities Association of New Haven, made an unusually careful and accurate study of the experiences of a large number of family societies which he summarized in his paper. He used an interesting device for giving his statistics. The meeting was held in a moving-picture theater and the statistics were shown on slides. While not a perfect method, because of certain mechanical limitations, it was so superior to reading as to set a precedent for the giving of that sort of information to public audiences.

Miss Florence Nesbitt's paper on the rise of relief giving as it affects adequacy and type of case work emphasized very largely the growing appreciation for the need of budgets and acceptance of budget necessities by the family case working agencies.

The meetings of the Division while not large were in some ways notable. Each speaker limited himself fairly successfully to the time assigned. Every speaker but one was present, and that one sent a good substitute. Only two papers were read at each session, which left considerable time for discussion. The discussion itself was always worth while and at times quite illuminating. This is particularly true of the last session, the one on the use of volunteers in rural social work where, in a small meeting, some of those who ordinarily would not speak found courage to do so, including the volunteer herself, who commented upon what has happened in our rural districts within the last five years.

DIVISION V—INDUSTRIAL AND ECONOMIC PROBLEMS

JOHN R. SHILLADY, Chairman

The meetings held under the auspices of the Division on Industrial and Economic Problems were largely attended. All the speakers dealt with fundamentals.

The Division's general session was notable for the presence of Herbert Hoover, who discussed some "Human Wastes in Industry" and declared in favor of amending the Federal Constitution if the States do not promptly abolish child labor. This was one of the significant events of the Conference.

Allen T. Burns, in an address on "The Effect of Modern Industry on Community Life," graphically told of the transformation of communities with neighborly instincts and habits into masses of strangers whose residence is being constantly changed because of the necessity of following the job.

At the five section meetings leading experts discussed such timely subjects as social standards for industry, the effect of recent court decisions on labor and industry, human relations in the coal industry, employees' participation in management and means of stabilizing industry. A summary of the progress of works councils in the United States was given by a representative of the National Industrial Conference Board. The official spokesman of the International Association of Machinists declared that the machinists' union welcomed the opportunity to co-operate with employers to promote efficiency, but insisted that better results would be obtained if the procedure included collective bargaining.

The public interest in the New England cotton textile strike was discussed at an unofficial meeting.

DIVISION VI—NEIGHBORHOOD AND COMMUNITY LIFE

ROBERT A. WOODS, Chairman

The convictions of the members of the section were strengthened and deepened, and the whole Conference challenged at the general session by an incisive and prophetic summons from Professor E. C. Lindeman, of the North Carolina College for Women, to a return to the small village or neighborhood unit as the center of political, cultural, and moral reconstruction.

Roy Smith Wallace, of Community Service, presented a clearly outlined analysis of the different currents and cross-currents that together make up the forces aimed at local progress.

The Reverend Joel Hayden, of Cleveland, told of the readaptation of a Presbyterian church so as to secure unsectarian co-operation and fellowship with the immigrant population which has gradually surrounded it.

D. C. Drew, national secretary of the county work of the Young Men's Christian Association, gave a refreshing account of the out-in-the-open work of an organization nearly always thought of as identified with great institutional buildings.

John M. Gaus, of the department of political science of Amherst College, emphasized the essential nature of neighborhood relations to our political system. Roscoe C. Edlund, of the Hampden County (Massachusetts) Improvement League, explained a process by which city business men are striving to make the resources of a manufacturing city available to supplement the resources of the small rural communities roundabout.

Orrin G. Cocks, Secretary of the National Committee for Better Films, held that the surest hope in that direction lies in neighborhood action.

David S. Hanchett, of Hudson Guild, New York, regarded with special hope the various efforts toward the education of workingmen, particularly when carried on substantially under their own auspices. The discussion brought out the increasing educational motive in every detailed aspect of local social work.

There was a strong current of general discussion. Among the participants were seasoned representatives of no less than six national organizations representing large programs of local community work.

DIVISION VII—MENTAL HYGIENE

EDITH M. FURBUSH, Secretary

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The extension of mental hygiene into other fields and the change in methods of attacking individual problems of maladjustment were emphasized at the meetings of this Division. Psychiatry has long ceased to be looked upon as something apart, concerned primarily with the institutional care and treatment of mental disease and mental defect. It is now welcomed

by schools, colleges, courts, churches, general hospitals, industrial organizations, and various social agencies.

The term mental health has come to mean healthy reactions to the demands of the environment—healthy behavior. More and more is the individual being considered in relation to his environment. In studying personality, increasing importance has been attached to behavior rather than intellect. Disordered behavior may be a compensatory reaction to an intolerable situation. It may be the expression of the individual's constitution. It may follow some infective disorder or be related to glandular imbalance. It may be due to unfortunate experiences in childhood. At any rate, disordered behavior should be considered as something to be studied before applying treatment.

The mental-hygiene program has far outstripped its personnel, and, if developed no further, it will take years to supply an adequate number of trained workers. It has been stated that the greatest need of the mental-hygiene movement to-day is the training of medical students in psychiatry. Not only should all medical students be grounded in the fundamentals of mental hygiene, but post-graduate courses should be offered for those who intend to specialize in mental medicine. All colleges should have departments of mental hygiene, which would serve many purposes, but in the main would help in dealing with problems presented by individual students, and at the same time would aid in the recruiting of personnel.

A number of points stressed during last year's meetings received added emphasis at Providence: the golden opportunity presented by childhood for establishing proper training and habits; the importance of conserving mental health; the desirability of substituting community supervision for institutional care as far as feasible; the prominent rôle played by the school in recognizing and correcting handicaps, and the educational value of such agencies as psychopathic hospitals and mental clinics.

DIVISION VIII—ORGANIZATION OF SOCIAL FORCES

SHERMAN C. CONRAD

The program of this Division was a well-ordered attempt to present the philosophy and practice of the financial federation movement. The first session was devoted to a discussion of the existing social forces of a community. The social values of the Chamber of Commerce, the civic luncheon club, the school, and the church were stressed. It is perhaps significant that no emphasis was placed on the fraternal order or the trade union.

Two sessions were devoted to the financial program. The general plan of budget study used in Cleveland was explained, and the importance of considering budgets by functional groups was stressed. The publicity used in the first Philadelphia campaign was outlined, and the complete set-up of the financial campaign in Rochester presented. Considerable discussion developed over the relative merits of the Rochester plan of soliciting the working man at his place of employment, and the Cincinnati plan of solicitation in the home.

The results of a study on methods of accounting showed a wide divergence in present practices and the present impossibility of determining comparative costs. The old question which faced the Charity Organization Society of how much of the budget was service and how much relief has risen to haunt the federation, in the determination of how much of the central budget may justly be charged to the service programs of the member agencies and how much to the cost of finance.

The discussion of the service program laid stress on the federation as the agency for determining the social facts of the community. On the basis of facts determined the long-time program is to be built. Agencies are to be suppressed or their purposes changed as they fail to meet existing needs, and new agencies are to be created as they are shown to be necessary. It is significant that findings in these matters are to be made by committees representing the member agencies rather than by the office of the federation itself.

A general survey of the present practice of federations showed a growing tendency to operate such central facilities as a social service exchange, but a very pronounced feeling against the central office doing general types of social service. A rather detailed attempt to determine whether the exchanges operated by federations were better run than those operated separately showed too great a diversity of operation to permit of any conclusions.

The discussion of the place of the national organization in the local field emphasized again this lack of a general body of common practice. The problem of the national organization's adjustment to the different requirements of local federations leads to a plea for some common agreement on general prac-

tice. Over against this was presented a study of local feeling toward the national organization working in the local field. From it all came the conviction of the need of a deeper study of the local problem by the national organization and the actual shaping of national policies to conform to local needs.

While the evening program discussed the closer inter-relation of the public and private agencies in the social work of the future, its emphasis was on the federation as the means of correlation. On the basis of the accomplishments of one of the older federations its critics were answered and its social significance explained.

The evening meeting did much to clarify and express the spirit of the section. The program of the division is a difficult problem. It must meet the demands of those who come from unfederated cities and are primarily interested in first steps, and yet it must ultimately express the developing philosophy of the movement. In general it did the former and was perhaps too much concerned with the superior advantages of the four-by-six blue card over the three-by-five white one. It revealed the federation movement as still in its early development, a little on the defensive perhaps and very much concerned with local problems and accomplishments.

But it took the federation movement out of the experimental period. It wrote a record of social service accomplishment in cities of varied size and widely different geographical location. It told a story of agencies adequately financed during a period of great economic disturbance, of the study of social problems from a community basis, and the building of social plans upon a new and broader foundation. Perhaps most significant of all, it revealed the federation leadership as interested primarily not in financial standards, but in the establishment of a broader and more efficient social service program.

DIVISION IX—PUBLIC OFFICIALS AND ADMINISTRATION

GEORGE S. WILSON, Chairman

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The increased attendance at the meetings of the Division of Public Officials and Administration this year indicates the reviving interest in the Conference on the part of public officials.

The discussions covered both practical and theoretical aspects of public service, ranging from the philosophical consideration of the work of Public Agencies in the future in the address by Mrs. Ada E. Sheffield at the general session to the practical question of the inspection of institutions in a section meeting conducted by Dr. Amos W. Butler, of Indiana.

The history and development of Public Welfare Departments was considered at two sessions. Miss Gertrude Vaile, of Denver, in a most interesting paper presented the history of public welfare departments, more particularly in county and city, and Professor Hagerty, of Ohio State University, gave a most interesting paper dealing with the "Legislative Changes in the Field of Public Welfare" during recent years, especially the State welfare departments as distinguished from the local county and city departments. The discussion brought out a consensus of opinion that in spite of the organizations along the line of efficiency and economy in favor of centralized administrative departments under single heads, there was still an important function to be performed by boards, both advisory and administrative. The typical form of organization in the modern business world is a board of directors with a single executive. Why should not welfare departments function well under a similar arrangement?

The old controversy between boards of administration and boards of supervision was not threshed over, but there was a clear distinction recognized between functions of administration and supervision. The same agency cannot well perform both functions. The opinion was expressed that no matter how well organized and administered a welfare department may be there will always be need for agencies of inspection and supervision. Such agencies must be the interpreters of the service to the public. They should be a guarantee of humane and efficient treatment for those cared for by institutions and at the same time a protection to those in charge of the institutions against improper political or other unworthy attacks.

Mrs. Sheffield, in her paper on the "Functions of Public Agencies in the Social Work of the Future," pointed out how such agencies in the course of their decisions are developing their habitual treatment of their numerous clients into policies that have unsuspected educative possibilities. By reflecting in these decisions the more enlightened as against the average level of public opinion, they can re-enforce certain ideas or social force that make for progress. Our discussion was aptly illus-

trated by several actual cases dealt with by the Bureau on illegitimacy of Boston.

Mrs. Sheffield's paper was followed at the closing meeting of the Division by a round-table on the "Functions of Public and Private Agencies in the Welfare Work of the Future," conducted by Mr. Kelso, the President of the Conference. At this meeting Mr. Kelso said that the old guard and the time-honored puppets of alms and doles and the ever-present poor "whom God gave us" have been put away once and for all. Again with them, he said, is the ancient clash between private and public agencies in the welfare work, and to-day a definite basis of co-operation between these two elements of social endeavor is nearer than ever at hand.

It was brought out that the existing functions between the fields of public and private agencies in social welfare was frequently arbitrary and illogical, and that the tendency is for the public agencies constantly to enlarge and occupy new fields which in most instances have first of all been explored by private philanthropy. Dr. Butler called attention to the fact that the State itself now frequently does pioneer work as especially exemplified in the field of mental hygiene.

DIVISION X—THE IMMIGRANT

RUTH CRAWFORD, Chairman

The program of Division X, "The Immigrant," was planned with a three-fold purpose:

1. To focus the attention of immigration workers on the human facts of racial intermixture and their significance in the evolution of the present-day American people.
2. To analyze the training and placing of American and nationality workers in the field of social work with immigrants.
3. To present a clear picture of 1922 United States immigration procedure and to emphasize the necessity for international co-operation through the emigration section of the International Labor Office of the League of Nations.

The luncheon of the conference on immigration policy reinforced the first issue when Professor Edwin G. Conklin, of Princeton, and Dr. A. W. Goldenweimer, of the New School of Social Research, presented opposite sides of the topic, "The Answer of Modern Science to Questions of Racial Fusions."

A series of dramatic episodes at Ellis Island, with a cast made up entirely of social workers from the Island, swept the division audience from laughter to tears and sent them away with an unforgettable picture of the every-day events at that "Island of Sighs," where the need for human interpretation of law and government procedure is so crying.

The training and placing of workers was discussed with surprising frankness by Italian, Polish, and Armenian workers, as well as by C. O. S. and other workers. This honest disagreement should have been very suggestive to any faculty from a training school of social work for the need of further training for both groups and the present absence of the necessary courses in our training schools.

Such was the vitality of the Division that the news of Division X being only a temporary Division came as a distinct shock to the two hundred or more daily delegates. The final sessions therefore organized the division, under the leadership of Mr. Fred C. Croxton. The Division proposes carrying forward the interpretation of the recent infiltration of Southern European and Oriental blood in relation to the future of America, and to consider the implications of this change, not yet practically recognized, for the technique of social work, the accepted methods of which were conceived by Anglo-Saxon minds for Northern European application, but are to-day, for the greater part, being "worked" on Slavic, Latin, and Semitic temperaments and traditions.

At a business meeting of the Conference it was voted to send the following message to Mr. Timothy Nicholson, the oldest living ex-president of the Conference:

"The National Conference of Social Work, assembled in its forty-ninth annual session, sends its most cordial and hearty greetings to its oldest living ex-president, Timothy Nicholson, of Richmond, Indiana. It salutes him as a great pioneer and leader in the clear expression and effective accomplishment of the object of this Conference. It earnestly hopes that the social work of his community, State, and nation may continue to profit for many years by his active participation, his wise counsel, and his inspiring example."

In reply Mr. Nicholson sent the following message to the Conference:

"I appreciate more than I can express the very kind greetings. May God continue and even increase his blessings upon the members of the National Conference of Social Work."

"(Signed) TIMOTHY NICHOLSON."

REPORT OF FINANCE COMMITTEE ON PLEDGES MADE AT MILWAUKEE

The report of the Finance Committee has been deferred to the present time because of a desire upon the part of the Committee to afford ample time for the fulfillment of all pledges made at Milwaukee to secure institutional memberships.

The Committee realizes many of the difficulties inherent in any attempt to secure institutional memberships during a period of general industrial depression such as we have been passing through since the meeting in Milwaukee.

The best criterion whereby to judge of the interest of the members of any organization in the work of that organization is given by their willingness to work for the organization. Using this standard of measurement your Committee has reason to congratulate the Conference upon the loyalty and enthusiastic support given to it by the majority of those who made pledges at Milwaukee.

In this connection we wish to make special mention of the work done by the group from Pennsylvania, who, under the leadership of Mr. Karl de Schweinitz, pledged fifty new institutional memberships prior to the meeting in Providence. This pledge has been met in full, and the Pennsylvania group has demonstrated that a very difficult task can be successfully carried through when properly directed co-operative effort is concentrated upon the accomplishment of a worthwhile purpose.

Following is a record of pledges made and of the results achieved in fulfilling them:

ALABAMA

Number pledged, 8.
Memberships secured, 2.
Avondale Mills, Birmingham.
Stockham Pipe Works, Birmingham.

ARIZONA

Number pledged, 1.
Memberships secured, none.

ARKANSAS

Number pledged, 10.
Memberships secured, 1.
State Farm for Women, Jacksonville.

CALIFORNIA

Number pledged, 3.
Memberships secured, 2.
Alliance of Social Agencies, Los Angeles.
California State Conference of Social Work, San Diego.

COLORADO

Number pledged, 5.
Memberships secured, 2.
Central Jewish Aid Society, Denver.
Social Service Bureau, Denver.

CONNECTICUT

Number pledged, 1.
Membership secured, 1.
New Haven Social Workers' Club.

DISTRICT OF COLUMBIA

Number pledged, 6.
Membership secured, 1.
Public Health Service, Washington.

ILLINOIS

Chicago
Number pledged, 18.
Memberships secured, 4.
Chicago Council of Social Agencies.
Y. W. C. A. of Chicago.
Michael Reese Hospital.
Woman's Auxiliary Board of the Presbyterian Hospital.

INDIANA

Number promised, 10.
Memberships secured, none.

IOWA

Number pledged, 9.
Memberships secured, 4.
Ladies' Industrial Relief Society of Davenport.
Public Welfare Bureau, Des Moines.
\$50 in contributions from Des Moines (two memberships).

KANSAS

Number pledged, 3.
Memberships secured, 1.
Christian Service League of America.

KENTUCKY

Number pledged, 3.
Membership secured, 1.
Neighborhood House, Louisville.

LOUISIANA

Number pledged, 1.
Memberships secured, none.

MASSACHUSETTS

Number pledged, 22.
Memberships secured, 10.
Worcester's Children's Friend Society.
Y. W. C. A. of Worcester.
Worcester Society of District Nursing.
Worcester Associated Charities.
Family Welfare Association, Fitchburg.
Brookline Friendly Society.
Four memberships in the name of the New Bedford Council of Social Agencies.

MICHIGAN

Number pledged, 8.
Memberships secured, 1.
Social Welfare Association, Grand Rapids.

MINNESOTA

Number pledged, 10.
Memberships secured, 1.
Women's Co-operative Alliance.

MISSOURI

Kansas City
Number pledged, 13.
Memberships secured, 6.
Mattie Rhodes Day Nursery.
United Jewish Charities.
Helping Hand Institute.
Council of Social Agencies.
Visiting Nurse Association.
Missouri State Conference for Social Welfare.

St. Louis

Number pledged, 14.
Memberships secured, 6.
Board of Religious Organization.
Big Brothers' Organization.
Neighborhood Association.
Missouri Association for the Blind.
Girls' Industrial Home.
Community Council.

NEBRASKA

Number pledged, 2.
Memberships secured, none.

NEW JERSEY

Number pledged, 9.
Memberships secured, 3.
Children's Aid and Society for the Prevention of Cruelty to Children, Newark.
Essex County Social Workers' Club.
Charity Organization Society of Plainfield.

NEW YORK

Buffalo
Number pledged, 2.
Memberships secured, 2.
Buffalo Foundation.
Neighborhood House.

New York City
Number pledged, 38.
Memberships secured, 11.
National Council, Church Mission of Help.
\$25 (equivalent of one membership), anonymous.
National Child Welfare Association.
The Survey.
New York Legal Aid Society.
Metropolitan Life Insurance Company.
New York County Chapter A. R. C.
American Association of Social Workers.
Young Women's Hebrew Association.

Hebrew Orphan Asylum.
National Committee for Prevention of Blindness.

Utica

Number pledged, 2.
Memberships received, none.

Westchester County

Number pledged, 2.
Memberships secured, 2.
Yonkers Central Council of Social Agencies.
Westchester Woman's Club.

NORTH DAKOTA

Number pledged, 1.
Membership secured, 1.
North Dakota State Conference of Social Work.

OHIO

Cleveland

Number pledged, 1.
Memberships secured, 1.
Woman's Protective Association.

Columbus

Number pledged, 1.
Memberships secured, 1.
Columbus Advisory Council.

Lima

Number pledged, 1.
Memberships secured, none.

OKLAHOMA

Number pledged, 7.
Memberships secured, none.

PENNSYLVANIA

Philadelphia

Number pledged, 1.
Membership secured, 1.
Church Mission of Help.

Pittsburgh

Number pledged, 5.
Memberships secured, 1.
Council of Jewish Women.

Pennsylvania

Number pledged, 50.
Memberships secured, 50.
American Red Cross, Erie.
Associated Charities of York.
Community Welfare Chest, Easton.
McKeesport Service and Relief Association.
Pennsylvania Conference of Social Welfare, Harrisburg.
Department of Public Welfare of Pennsylvania, Harrisburg.
Visiting Nurse Society, Philadelphia.
The Lighthouse, Philadelphia.
Personal Service Bureau, Philadelphia.
Mothers' Assistance Fund of Philadelphia County, Philadelphia.
Philadelphia Protestant Episcopal City Mission.
Home Missionary Society, Philadelphia.
Big Brothers' Association of Philadelphia.
Y. W. C. A. of Philadelphia.
Pennsylvania School for Social Service, Philadelphia.
Visiting Housekeepers' Bureau of the Western Association of Ladies for Relief and Employment of Poor, Philadelphia.
Main Line Federation of Churches, Bryn Mawr.
Department of Public Health of Philadelphia.
Pennsylvania Tuberculosis Society, Philadelphia.
(2) Presbyterian Orphanage, Philadelphia.
Emergency Aid of Pennsylvania, Philadelphia.
Philadelphia Social Service Exchange.
Philadelphia Health Council.
Philadelphia Chamber of Commerce.
Children's Aid Society of Pennsylvania, Philadelphia.
Public Charities Association of Pennsylvania, Philadelphia.
Social Workers' Club of Philadelphia.
Juvenile Aid Society, Philadelphia.
Armstrong Association, Philadelphia.
Philadelphia Association of Day Nurseries.
Jacob Billikopf, Executive Director, Federation of Jewish Charities, Philadelphia.
Municipal Court of Philadelphia.
Welfare Federation of Philadelphia.
Southwark Neighborhood House, Philadelphia.
Jewish Welfare Society, Philadelphia.
Settlement Music School, Philadelphia.
University Settlement, Philadelphia.
Department of Public Welfare, Philadelphia.
Neighborhood Center, Philadelphia.
College Settlement, Philadelphia.
Public Health Nursing Association on Pittsburgh.
Mercy Hospital, Pittsburgh.
Children's Aid Society of Allegheny County, Pittsburgh.
Pittsburgh and Allegheny Milk and Ice Association, Pittsburgh.
Union Hebrew Relief Association of Pittsburgh.
Irene Kaufman Settlement, Pittsburgh.

Pittsburgh Social Workers' Club.
Pittsburgh Kindergarten Alumnae Association,
Pittsburgh.
University Eye and Ear Dispensary, Pittsburgh.

RHODE ISLAND

Number pledged, 60.
Memberships secured, 60.
American Red Cross, Providence Chapter.
Associated Charities of Pawtucket and Central
Falls, Pawtucket.
Boys' Club of Pawtucket.
Branch Avenue Neighborhood Center, Prov-
idence.
Butler Hospital, Providence.
Charity Organization Society, Newport.
Children's Friend Society, Providence.
The Church House, Providence.
Civic League of Newport, Newport.
Consumers' League of Rhode Island, Providence.
Cranston Welfare League, Edgewood.
Division of Child Welfare, State Board of
Health, Providence.
Exeter School, Slocum.
Federal Hill Home, Providence.
Fliedner Hall, Pawtucket.
Rhode Island Boy Scouts, Rockville.
Home for Friendless Children, Newport.
Oaklawn School, Howard.
Penal and Charitable Commission, Providence.
Providence Deaconess Home.
Providence District Nursing Association.
Social Service Committee, Lying-in Hospital,
Providence.
Providence Lodge, No. 14, B. P. O. Elks, Prov-
idence.
Providence Society for Organizing Charity.
Providence Tuberculosis League, Providence.
Queen's Daughters, Providence.
Rhode Island Civic League, W. Barrington.
Rhode Island Congress of Mothers' Clubs and
Parent-Teachers' Association, Providence.
Rhode Island Council, Knights of Columbus,
Providence.
Rhode Island Council of Women, Saylesville.
Rhode Island Girls' Friendless Association,
Providence.
Rhode Island Society for the Prevention of
Cruelty to Children, Providence.
Rhode Island State Conference of Social Work,
Providence.
Rhode Island State Sanatorium, Wallum Lake.
Salvation Army, Providence.
Shepherdess Association, Providence.
Social Service Department, Diocese of Rhode
Island, Providence.
Social Service Department, Rhode Island Hos-
pital, Providence.
Social Workers' Club of Rhode Island, Prov-
idence.
Sockanosset School, Howard.
State Home and School, Providence.
State Hospital for Mental Diseases, Howard.
State Infirmary, Howard.
State Prison and Providence County Jail,
Howard.
State Workhouse and House of Correction,
Howard.
Trinity Club, Woonsocket.
United League of Women Voters of Rhode
Island, Providence.
Women's Auxiliary of St. Martin's Church,
Providence.
W. C. T. U. of Rhode Island, Providence.
Woonsocket Day Nursery and Children's Home
Association, Woonsocket.
Y. M. C. A., Providence.
Y. W. C. A., Providence.

TEXAS

Number pledged, 12.
Memberships secured, 2.
Girls' Training School of Gainesville.
United Charities of Dallas.

UTAH

Number pledged, 1.
Membership secured, 1.
National Woman's Relief Society, Salt Lake.

WEST VIRGINIA

Number pledged, 3.
Membership secured, none.

WISCONSIN

Number pledged, 2.
Memberships secured, 1.
Associated Charities of Green Bay.

CANADA

Number pledged, 2.
Memberships secured, 1.
Board of Welfare Supervision, Winnipeg.

CZECHO-SLOVAKIA

Number pledged, 1.
Memberships secured, 1.
Czechoslovak Legation, Washington, D. C.

OFFICERS OF THE NATIONAL CON- FERENCE OF SOCIAL WORK 1922-1923

President

HOMER FOLKS, New York City

First Vice-President

ALLEN T. BURNS, New York City

Second Vice-President

JULIA C. LATHROP, Rockford, Illinois

Third Vice-President

WILLIAM HEALY, Boston

Treasurer

C. M. BOOKMAN, Cincinnati

General Secretary

WILLIAM HAMMOND PARKER, Cincinnati

EXECUTIVE COMMITTEE**Ex-officio Members**

Homer Folks, President.
Allen T. Burns, First Vice-President.
C. M. Bookman, Treasurer.

Chairmen of Divisions

George A. Bellamy, Cleveland.
Frank J. Bruno, Minneapolis.
Fred C. Croxton, Columbus.
Dr. Haven Emerson, New York.
Dr. George W. Kirchwey, New York City.
Mary Vankleeck, New York City.
Dr. Frankwood E. Williams, New York City.
George A. Wilson, Washington, D. C.
Mrs. Helen T. Woolley, Detroit.

Term Expiring 1923

William T. Cross, Chicago.
Owen R. Lovejoy, New York City.
William J. Norton, Detroit.
Frederic Siedenburgh, Chicago.
Gertrude Vaile, Denver.

Term Expiring 1924

Grace Abbott, Washington, D. C.
Allen T. Burns, New York.
C. C. Carstens, New York.
Karl deSchweinitz, Philadelphia.
Robert A. Woods, Boston.

Term Expiring 1925

C. M. Bookman, Cincinnati.
Frank J. Bruno, Minneapolis.
J. Prentice Murphy, Philadelphia.
John A. Ryan, Washington, D. C.
Jessie Taft, Philadelphia.

(The following is the list of committees
as appointed. Acceptances from all ap-
pointees have not yet been received.)

Committee on Program

Homer Folks, New York, Chairman.
C. C. Carstens, New York.
Robert W. Kelso, Boston.
William Hammond Parker, Cincinnati.
Rev. John A. Ryan, Washington, D. C.
(Four members to be added by the Committee
for the year 1922-23.)

Committee on Resolutions

Julia C. Lathrop, Rockford, Ill.
Frederic Almy, Buffalo.
Charles M. Hubbard, St. Louis.

Committee on Nominations

Henry W. Thurston, New York, Chairman.
Donald B. Armstrong, New York.
Richard K. Conant, Boston.
Otto W. Davis, Minneapolis.
C. M. Hinks, Toronto.
Joel B. Hunter, Chicago.
Julia C. Lathrop, Rockford, Ill.
Joseph C. Logan, Atlanta.

Committee on Kindred Groups

C. C. Carstens, New York, Chairman.
Donald B. Armstrong, New York.
Allen T. Burns, New York.
Amos W. Butler, Indianapolis.
Ida M. Cannon, Boston.
Martha P. Falconer, New York.
David B. Harkness, Winnipeg.
H. H. Hart, New York.
Joel T. Hunter, Chicago.
Virgil V. Johnson, New York.
Robert W. Kelso, Boston.
Burdette G. Lewis, Trenton.
Aaron M. Lopez, Erie.
Kelley Miller, New York.
Herbert C. Parsons, Boston.
Maud Rockwell, New York.
Ada E. Sheffield, Boston.
Frederic Siedenburgh, Chicago.
Elwood Street, St. Louis.
Frances Taussig, New York.

Committee on Time and Place

Sherman C. Kingsley, Philadelphia.
Rev. Brother Barnabas, Toronto.
Dora Berres, Los Angeles.
Howard S. Braucher, New York.
Frank Burleson, Seattle.
C. C. Carstens, New York City.
Mrs. Richard S. Childs, New York City.
Raymond Clapp, Cleveland.
Karl deSchweinitz, Philadelphia.
Alexander Fleisher, New York City.
William Hodson, St. Paul.
Harry L. Hopkins, Atlanta.
Guy T. Justis, Denver.
John Lapp, Chicago.
David C. Liggett, Louisville.
Owen R. Lovejoy, New York City.
Bleecker Marquette, Cincinnati.
Rose McHugh, Washington, D. C.
William J. Norton, Detroit.
A. Percy Paget, Winnipeg.
Elmer L. Scott, Dallas.
Mrs. Ada E. Sheffield, Boston.
L. A. Whipple, Providence.

Division I—Children

Chairman, Helen T. Woolley, Detroit.
Vice-Chairman, Marcus C. Fagg, Jacksonville.
Secretary, Emma O. Lundberg, Washington, D. C.

Committee

Grace Abbott (1925), Washington, D. C.
Ruth Berolzheimer (1925), Chicago.
Lee Bidgood (1923), University, Alabama.
Lucia B. Johnson (1924), Columbus, Ohio.
Cheney C. Jones (1925), Minneapolis.
William Hodson (1923), St. Paul.
Robert F. Keegan (1923), New York City.
Theodore A. Lothrop (1924), Boston.
Emma O. Lundberg (1923), Washington, D. C.
C. C. Menzler (1924), Nashville.
Lilburn Merrill (1923), Seattle.
J. Prentice Murphy (1925), Philadelphia.
J. Hoge Ricks (1924), Richmond.
Dr. Carrie Weaver Smith (1925), Gainesville,
Texas.
Amy D. Steinhart (1924), Sacramento.
Sophie Van S. Theis (1925), New York.
Henry W. Thurston (1924), New York City.
Charles Virden (1923), Springfield, Ill.
Mrs. Frank D. Watson (1925), Haverford, Pa.
Lucius A. Whipple (1924), Providence.

**Division II—Delinquents and Cor-
rections**

Chairman, George W. Kirchwey, New York City.
Secretary, Lucia B. Johnson, Columbus, Ohio.

Committee

H. H. Antels (1924), Lincoln, Neb.
Sanford Bates (1925), Boston.
Jessie F. Binford (1924), Chicago.
Edith N. Burleigh (1924), Boston.
Frank L. Christian (1923), Elmira, N. Y.
Mrs. Martha P. Falconer (1923), New York City.
Annie Hinrichsen (1923), Springfield, Ill.
George W. Kirchwey (1924), New York City.
Blanche Martin (1924), Alexander, Ark.
Maude E. Miner (1923), New York City.
Edwin E. Mulock (1923), Detroit.
Joseph P. Murphy (1923), Buffalo.
Samuel D. Murphy (1925), Birmingham.
Mrs. Virginia Murray (1924), Detroit.
Dr. Valeria H. Parker (1924), New York City.
Herbert C. Parsons (1923), Chestnut Hill, Mass.
Dr. Anna M. Petersen (1925), Niantic, Conn.
Louis N. Robinson (1925), Swarthmore, Pa.
Dr. Carrie Weaver Smith (1925), Gainesville,
Texas.
Leon Stern (1925), Philadelphia.
Arthur W. Towne (1925), New York City.
Dr. Miriam VanWaters (1924), Los Angeles.
Franklin Wilson (1925), Muncie, Pa.

Division III—Health

Chairman, Dr. Haven Emerson, New York City.
Vice-Chairman, Dr. Anna E. Rude, Washington,
D. C.
Secretary, Jessamine S. Whitney, New York City.

Committee

Minnie H. Ahren (1924), Chicago.
Donald B. Armstrong (1925), New York City.
Richard A. Bolt (1923), Washington, D. C.
David Edsall (1925), Cambridge, Mass.
Livingston Farrand (1925), Washington, D. C.
Enid Forsythe (1924), Toronto.
Elizabeth Fox (1924), Washington, D. C.
Allen Freeman (1923), Columbus, Ohio.
Edna G. Henry (1924), Indianapolis.
Harriet L. Leete (1924), Washington, D. C.
George J. Nelbach (1924), New York City.
Florence Patterson (1924), New York.
C. C. Pierce (1925), Washington, D. C.
Philip S. Platt (1924), New Haven, Conn.
Alvin Powell (1925), Oakland, Cal.
Anna Rude (1924), Washington, D. C.
John Tombs (1923), Tucson, Arizona.
C. E. A. Winslow (1925), New Haven, Conn.
Rachelle Yarros (1923), Chicago.

Division IV—The Family

(1921-1922 organization continued.)

Chairman, Frank J. Bruno, Minneapolis.
Secretary, Francis H. McLean, New York City.**Committee**

Mary F. Bogue (1924), Harrisburg.
Henry H. Bonnell (1922), Philadelphia.
Sara Brown (1924), Lansing.
Frank J. Bruno (1923), Minneapolis.
Joanna C. Colcord (1923), New York City.
Julia B. Felsenthal (1922), Minneapolis.
Anna B. Fox (1923), Buffalo.
Rev. Patrick J. Hayes (1922), New York City.
Elizabeth L. Holbrook (1923), Cambridge, Mass.
C. M. Hubbard (1923), St. Louis.
Joel B. Hunter (1924), Chicago.
Kate McMahon (1922), Boston.
Benjamin P. Merrick (1924), Grand Rapids.
Amelia Sears (1922), Chicago.
Mrs. F. H. Stoltz (1924), Minneapolis.
Frances Taussig (1923), New York City.
Gertrude Vaile (1924), Denver.
G. P. Wyckoff (1922), Grinnell, Iowa.

Division V—Industrial and Economic ProblemsChairman, Mary VanKleeck, New York City.
Secretary, Alexander Fleisher, New York City.**Committee**

Edith Abbott (1924), Chicago.
Frederick Almy (1923), Buffalo.
John Andrews (1925), New York City.
Madeline H. Appel (1925), Boston.
Roger Baldwin (1924), New York.
Allen T. Burns (1925), New York City.
J. E. Hagerty (1925), Columbus.
Mrs. R. E. Halleck (1923), Louisville.
Mrs. Florence Kelley (1924), New York City.
Paul U. Kellogg (1925), New York City.
Owen R. Lovejoy (1923), New York City.
Annette Mann (1925), Cincinnati.
Mrs. W. L. Murdoch (1923), Birmingham.
Rev. John A. Ryan (1923), Washington, D. C.
John R. Shillady (1924), New York City.
Arthur J. Todd (1925), Chicago.
Mary Van Kleeck (1924), New York City.
Solomon Wolf (1923), New Orleans.

Division VI—Neighborhood and Community Life

Chairman, George A. Bellamy, Cleveland.

Committee

George A. Bellamy (1924), Cleveland.
Dora Berres (1923), Los Angeles.
LeRoy E. Bowman (1925), New York City.
H. S. Braucher (1925), New York City.
Henry F. Burt (1923), Minneapolis.

Mrs. Ralph S. Doud (1924), Omaha.
Dorothy Enderis (1924), Milwaukee.
Corinne Fonde (1924), Houston.
George E. Haynes (1923), Nashville.
John Ihlder (1923), Washington, D. C.
H. H. Jacobs (1923), Milwaukee.
E. C. Lindeman (1925), Greensboro, N. C.
Joseph Logan (1925), Atlanta.
Edward Lynde (1925), Madison.
Mary E. McDowell (1923), Chicago.
Eleanor McMain (1924), New Orleans.
Mrs. Beverley B. Munford (1925), Richmond.
J. B. Nash (1923), Oakland.
Wilbur C. Phillips (1923), New York City.
Frederic Siedenburt (1923), Chicago.
Robert A. Woods (1924), Boston.

Division VII—Mental HygieneChairman, Dr. Frankwood E. Williams, New York City.
Vice-Chairman, Dr. Walter E. Fernald, Waverley, Mass.
Secretary, Edith Furbush, New York City.**Committee**

Smiley Blanton, M.D. (1924), Madison.
Mary V. Clark (1923), New York City.
Walter E. Fernald, M.D. (1923), Waverley, Mass.
Bernard Glueck, M.D. (1925), New York City.
George A. Hastings (1924), New York City.
Clark E. Higbee (1924), Grand Rapids.
C. M. Hincks, M.D. (1925), Toronto.
Arnold J. Jacoby, M.D. (1925), Detroit.
Mary C. Jarrett (1924), Boston.
Professor Everett Kimball (1925), Northampton, Mass.
Suzie L. Lyons (1923), Baltimore.
Mrs. Carleton Parker (1923), New York.
Robert L. Richards, M.D. (1923), Talmage, Cal.
Thomas W. Salmon (1924), New York City.
Ada Edith Schweitzer, M.D. (1924), Indianapolis.
Mrs. Maida H. Solomon (1925), Boston.
Martha B. Strong (1924), New York City.
Jessie Taft (1925), Philadelphia.
William A. White (1923), Washington, D. C.
Frankwood E. Williams, M.D. (1923), New York City.
Mrs. Helen Anderson Young (1925), Minneapolis.

Division VIII—Organization of Social ForcesChairman,
Vice-Chairman, Harry P. Wareheim, Rochester.
Secretary, John P. Sanderson, New Bedford, Mass.**Committee**

(1921-1922 Committee re-elected.)
Scott deKins (1924), St. Louis.
Guy T. Justis (1924), Denver.
Sherman C. Kingsley (1924), Philadelphia.
M. C. MacLean (1924), Toronto.

T. A. Mason (1924), Bridgeport, Conn.
W. F. Maxwell (1924), Harrisburg.
W. J. Norton (1924), Detroit.
J. P. Sanderson (1924), New Bedford.
Oscar Schoenherr (1924), East Orange.
H. D. Wareheim (1924), Rochester.
Elizabeth Webster (1924), Chicago.

Division IX—Public Officials and AdministrationChairman, George S. Wilson, Washington, D. C.
Vice-Chairman, Mrs. Clarence A. Johnson, Raleigh, N. C.
Secretary, John A. Brown, Indianapolis.**Committee**

Burr Blackburn (1925), Atlanta.
Alicia Brown (1923), Dallas, Texas.
Herbert Brown (1923), East View, New York.
Mrs. Carrie P. Bryant (1924), Los Angeles.
Peter Bryce (1925), Toronto.
Amos W. Butler (1924), Indianapolis.
Richard K. Conant (1925), Boston.
Caroline M. Crosby (1925), Minneapolis.
Clarence E. Ford (1925), Albany, New York.
J. E. Hagerty (1923), Columbus.
Charles P. Kellogg (1923), Hartford, Conn.
Robert W. Kelso (1924), Boston.
Rev. William J. Kerby (1924), Washington, D. C.
W. L. Kuser (1924), Eldora, Iowa.
James S. Lakin (1925), Charlestown.
Kenosha Sessions (1923), Indianapolis.
Mrs. Ada E. Sheffield (1924), Boston.
H. H. Shirer (1923), Columbus.
Lucy Sims (1923), Paris, Ky.
M. J. Tappins (1923), Madison.
Forest S. Treat (1925), Davenport, Iowa.
G. Croft Williams (1924), Columbia, S. C.

Division X—The ImmigrantChairman, Fred. C. Croxton, Columbus.
Vice-Chairman, Mary E. Hurlbutt, New York.
Secretary, Bruce M. Mohler, Washington, D. C.**Committee**

Grace Abbott, Washington, D. C.
Jane Addams, Chicago.
Paul Blanshard, Rochester.
Rev. Charles T. Bridgeman, New York City.
Kate Claghorn, New York City.
Ruth Crawford, New York City.
Julius Drachler, New York City.
W. W. Husband, Washington, D. C.
Albert Jenks, Minneapolis.
Julia C. Lathrop, Rockford, Ill.
Mary McDowell, Chicago.
Rose McHugh, Washington, D. C.
H. A. Miller, Oberlin, Ohio.
Cecelia Razovsky, New York City.
Graham Taylor, Chicago.

SUGGESTIONS FOR OFFICERS 1923-1924

Clip and mail to Henry W. Thurston, 105 East 22d St., New York.

For list of present officers and members of Executive Committee, see elsewhere in this BULLETIN.

For President:

First Choice.....Address.....

Second Choice.....Address.....

For First Vice-President:

Name.....Address.....

For Second Vice-President:

Name.....Address.....

For Third Vice-President:

Name.....Address.....

For members of the Executive Committee, stating them in the order of your preference (five to be chosen for a term of three years):

1. Name.....Address.....

2. Name.....Address.....

3. Name.....Address.....

4. Name.....Address.....

5. Name.....Address.....

SUGGESTIONS MADE BY

(Signed).....Address.....

